





LONG SERVICE AWARD POLICY

(w.e.f 1st April,2021)

	Prepared by	Approved By
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Designation	AVP - HR	MD & CEO
Signature		
Date	26.03.2021	29.03.2021

This Policy sets a guideline to recognize and felicitate the employees for completing a particular number of years of continuous services with Himadri Speciality Chemicals Ltd and its group companies.

Coverage & Applicability:

This Policy serves as a guideline for all permanent employees of Himadri Specialty Chemicals Ltd and other group companies for their entitlement and guidelines under the policy.

Award Eligibility:

- Employees completing 10 years and 20 years of continuous service with the company are eligible for the long service awards.
- The length of service shall be computed from the date of joining as mentioned in the official records.

Award Value:

Award Category	Non-Monetary Award
10 Years	Memento + Gift
20 Years	

Award felicitation ceremony:

The Long Service Award felicitation program will be organized once every year (Annual Day) at Kolkata and the eligible employees will be invited accordingly by HR to the respective locations to receive their awards.

Explanation of the policy:

HR department will be the sole authority to interpret the content of this policy.

NB: Management reserves the right to exercise its discretion in special cases based on organizational values

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DETAILED STATEMENT

Transactions List - -MODERN HI-RISE PVT. LTD (INR) - 627705054412

No.	Transaction ID	Value Date	Txn Posted Date	ChequeNo.	Description	Cr/Dr	Transaction Amount(INR)	Available Balance(INR)
1	S38178738	15/07/2023	15/07/2023 05:06:08 PM	-	NEFT-YESB31966529922-ROCKY MARKETING- //019081400005747-019081400005747-YESB0000001	CR	20,00,000.00	50,27,481.23
2	S38283000	15/07/2023	15/07/2023 05:17:31 PM	-	INF/NEFT/032936869781/HDFC0000277/lease Payment/WBIIDC	DR	37,25,865.00	13,01,816.23